

Healthy Rhode Island 2010: Staff Survey Report 2004

Prepared For:
Rhode Island Department of Health

Prepared By:
PSI

December, 2004

INTRODUCTION

The Rhode Island Department of Health's (HEALTH) Healthy RI 2010 initiative coordinators are interested in ensuring that employees at HEALTH are informed about the initiative and have an opportunity to participate in it. To this end, HEALTH commissioned Policy Studies Inc. (PSI) to conduct an on-line survey of all HEALTH employees to assess the knowledge and attitudes of employees at HEALTH towards "Healthy Rhode Island 2010" and "Healthy People 2010". The information obtained from the survey will be used to develop training and marketing programs for this initiative.

METHODOLOGY

In October 2004, PSI conducted a 14-question web-based survey on the Healthy RI 2010 initiative. All 498 employees of HEALTH were invited via email to participate in the survey. A total of 171 employees responded to the survey—a 34% response rate.

The survey tool (see Appendix A) utilized check-off boxes and contained a couple of open-ended questions. Questions focused on:

- Where employees heard about HRI/HP 2010 and how much they knew about it;
- Employees' familiarity with various HRI 2010 documents and reports;
- Employees' attitudes towards the HRI/HP 2010 initiative;
- Self-reported impact of the initiative on personal health of employees;
- Whether employees' jobs included working on the HRI/HP 2010 goals and objectives;
- Employees' beliefs regarding the importance of HEALTH employees knowing about the principles of the initiative; and
- Interest in learning more about the HRI/HP 2010 initiative and/or working on it.

Quantitative analyses were conducted using Inquisite software.

SUMMARY OF FINDINGS

Background: HEALTH Staff Survey Respondents

One-hundred and seventy-one (171) employees from eight HEALTH Divisions responded to the survey, as outlined in Table 1 below. The greatest number of respondents works in the Division of Family Health (21.1%). The two lowest percents of responses were from Management Services (4.1%) and the Director's Office (1.8%).

Table 1: Number and Percent of Respondents from Eight HEALTH Divisions

Division of Rhode Island Department of Health	Percent of HEALTH	Number of Respondents (n=171)	Percent of Respondents
Division of Family Health	14%	36	21.1%
Division of Laboratories /Medical Examiners	20%	29	17.0%
Division of Disease Prevention and Control	13%	26	15.2%
Division of Environmental Health	18%	26	15.2%
Division of Health Services Regulation	16%	24	14.0%
Central Management	17%	30	17.6%

The largest percent of survey respondents (39.8%) has been working at HEALTH for 1-5 years. The next largest percent of survey respondents (24.0%) has been working at HEALTH for more than 15 years.

Table 2: Respondents' Length of Employment at HEALTH

Length of Employment at HEALTH	Number of Respondents (n=171)	Percent of Respondents
< 1 year	18	10.5%
1 to 5 years	68	39.8%
6 to 10 years	21	12.3%
11 to 15 years	23	13.5%
>15 years	41	24.0%

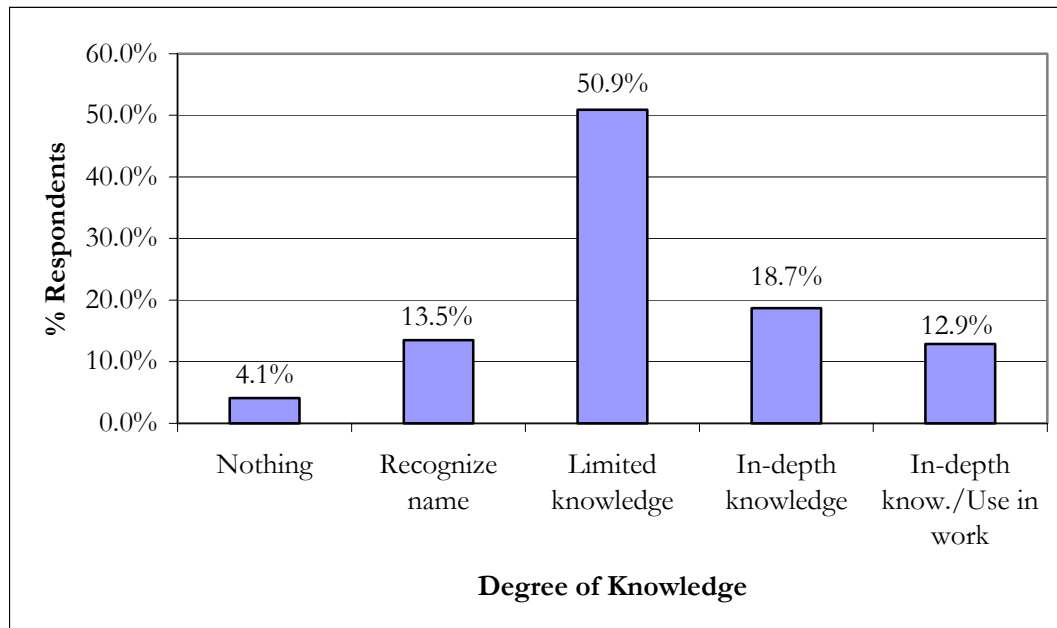
Of the survey respondents, 56-32.9% indicated that their jobs at HEALTH include working on HRI/HP 2010 goals and objectives, and 94-55.3% indicated that their jobs at HEALTH do not include working on HRI/HP 2010 goals and objectives. Additionally, 20-11.8% of respondents do not know if they work on HRI/HP 2010 goals and objectives in their jobs at HEALTH.

Respondents' Knowledge of and Sources of Information about Healthy Rhode Island/Healthy People 2010

About half of the survey respondents (50.9%) rate their knowledge of HRI/HP 2010 as “limited.” The next highest percent of respondents (18.7%) stated that they have in-depth knowledge of HRI/HP 2010, and 12.9% of the respondents stated that they have in-depth knowledge of HRI/HP 2010 and they use this information in their work at HEALTH.

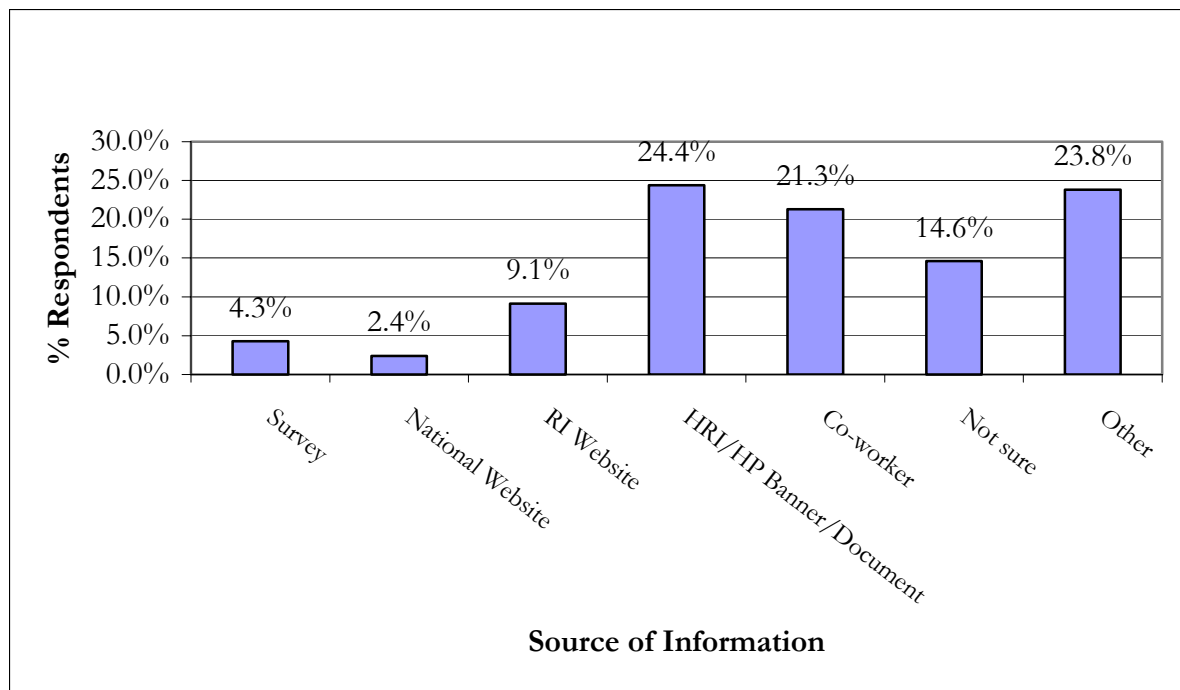
A small percentage (4.1%) of respondents stated that they know nothing about HRI/HP 2010, and 13.5% stated that they recognize the name but have no knowledge of the initiatives.

Chart 1: Respondents' Knowledge of Healthy Rhode Island/Healthy People 2010



The most common ways that respondents had heard about HRI/HP 2010 were through a HRI/HP 2010 banner or document (24.4%) or from a co-worker (21.3%). A smaller percentage (9.1%) of respondents heard of the initiatives through Rhode Island's HRI 2010 website, and few (2.4%) had heard of the initiatives through the National HP 2010 website.

Chart 2: Sources of Information on HRI/HP 2010 Initiatives



Respondents also indicated other sources from which they learned of HRI/HP 2010 including:

- Employee/staff meetings (12 respondents)
- Graduate School (4)
- APHA
- Conference and previous work
- CDC website
- CDC, project officer, and Epidemiologist
- From HEALTH
- “I recall the Healthy People 2000 work, so a long time”
- In preparation for a grant
- Internal email with PDF link
- Multiple ways
- National and state work on healthy people 2000
- National listserv
- Previous employment
- Provide key staff support to it
- Presentation from physician
- Running BRFSS reports
- Through Manager and other communications
- “Used to develop statewide objectives for the asthma control program”
- Worked of Healthy People 2000 initiatives

When asked if they have visited the HRI 2010 webpage, 36.7% responded yes, they had visited the page. Sixty-three percent (63.3%) of respondents reported that they had not visited the page.

Respondents' Knowledge of and Sources of Information about Healthy Rhode Islanders 2010 Documents

Respondents were asked to rate their familiarity with the various documents produced as part of the HRI/HP 2010 initiatives. A large percentage of respondents—ranging from 40.6%-63.3% of respondents—have not seen one of the six HRI 2010 documents listed below in Table 3. The document that the largest percentage of respondents has not seen (63.3%) is the “Evidence Based Strategies and Best Practices for Leading Health Indicators” document. More respondents have seen the HRI 2010 Plan for Action document than any other document; 40.6% of respondents stated that they have not seen the Plan for Action.

Few respondents—ranging from 5.3% to 12.0% —use one of the HRI 2010 documents in their work at HEALTH. The “Healthy Rhode Islanders 2010: Baseline and Targets” document is the most used document of the six (12.0%). The “Healthy Rhode Islanders 2000 Progress Review” is the least used document of the six (5.3%).

A moderate percentage of respondents has read one of the documents or has seen one of the documents but not read it—between 12.4%-25.7% and between 17.2%-26.5%, respectively. The “Healthy Rhode Islanders 2010: Baselines and Targets” (25.7%) and the “A Healthier Rhode Island by 2010: A Plan for Action” (24.7) documents were read by more respondents than the other four documents. The “A Healthier Rhode Island by 2010: A Plan for Action” (26.5%) and the “Healthy Rhode Islanders 2000 Progress Review” (24.1%) documents were seen but not read by more respondents than the other four documents.

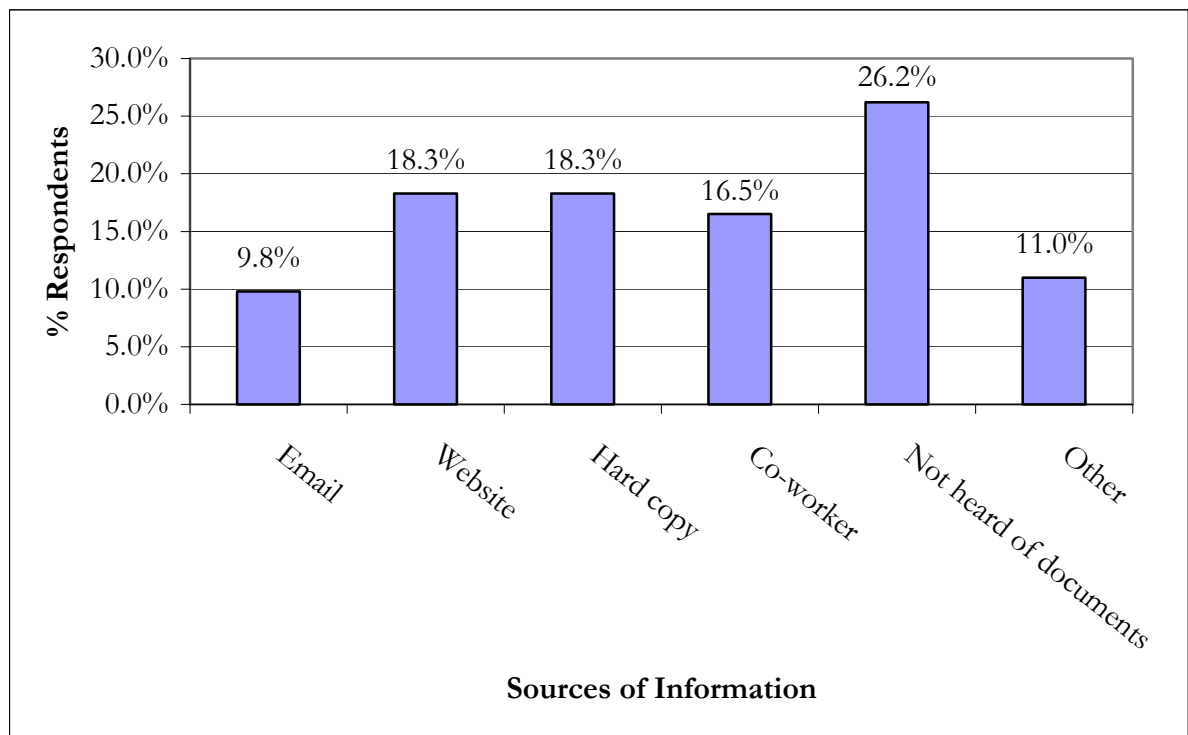
Table 3: Respondents' Familiarity with HRI 2010 Documents

Healthy Rhode Islanders Documents	n=	I use this document in my work	I have read this document	I have seen, but not read this document	I have not seen this document
Healthy Rhode Islanders 2000 Progress Review	170	5.3%	20.6%	24.1%	50.0%
Healthy Rhode Islanders 2010: Baseline and Targets	167	12.0%	25.7%	18.0%	44.3%
Healthy Rhode Islanders 2010: Leading Health Indicators by Race and Ethnicity	168	8.9%	17.9%	22.0%	51.2%
Healthy Rhode Islanders 2010: Leading Health Indicators by Gender, Household Income, Education Level, Geographic Location, Age Group and	169	7.7%	13.6%	21.9%	56.8%

Disability Status					
Evidence-Based Strategies and Best Practices for Leading Health Indicators	169	7.1%	12.4%	17.2%	63.3%
A Healthier Rhode Island by 2010: A Plan for Action	170	8.2%	24.7%	26.5%	40.6%

The most common ways that respondents had heard about the HRI 2010 documents were on the website (18.3%), from a hard copy that they received (18.3%), or from a copy passed on by a co-worker (16.5%). A smaller percentage (9.8%) of respondents heard of the documents from an email.

Chart 3: Sources of Information on HRI/HP 2010 Initiatives



Respondents also indicated other sources from which they learned of HRI/HP 2010 including:

- Meetings (6 respondents)
- From a co-worker
- Through work (3 respondents)
- Personal research
- Conference
- Presentation

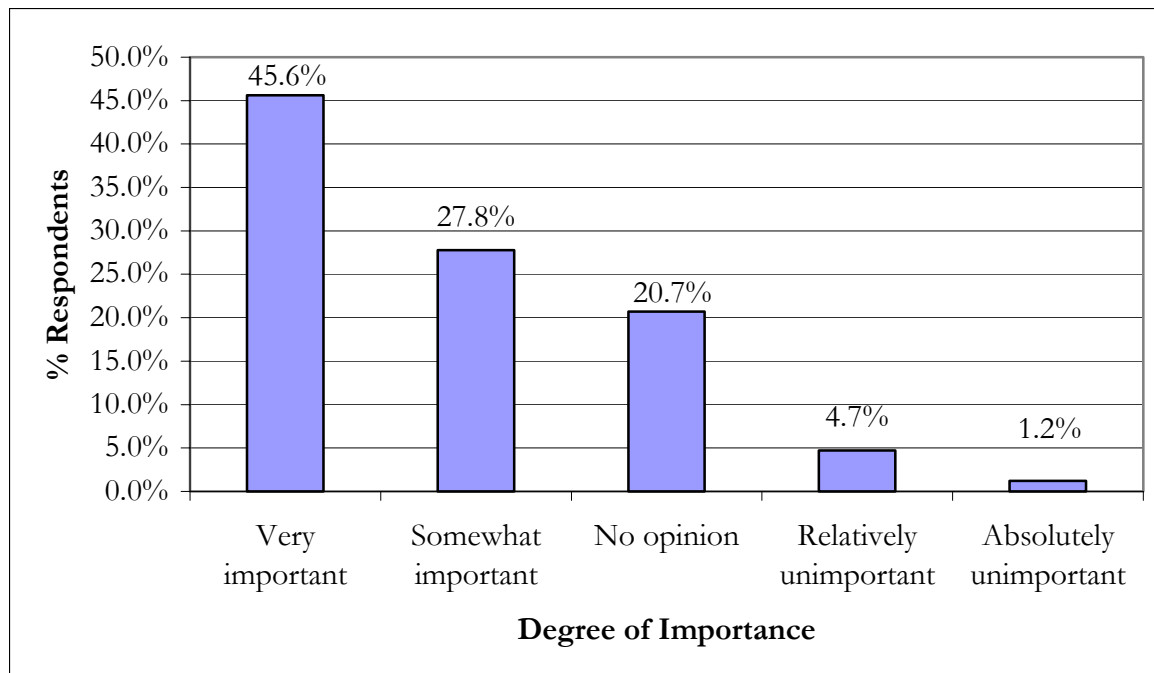
One respondent does not remember where s/he heard of the documents.

Respondents' Attitudes Towards HRI/HP 2010

A large percent of respondents (45.6%) rated the HRI/HP 2010 initiative as “a very important” initiative. The next largest percentage (27.8%) rated it as “somewhat important.” A few respondents (4.7%) consider it “relatively unimportant” and 1.2% consider it “absolutely unimportant.”

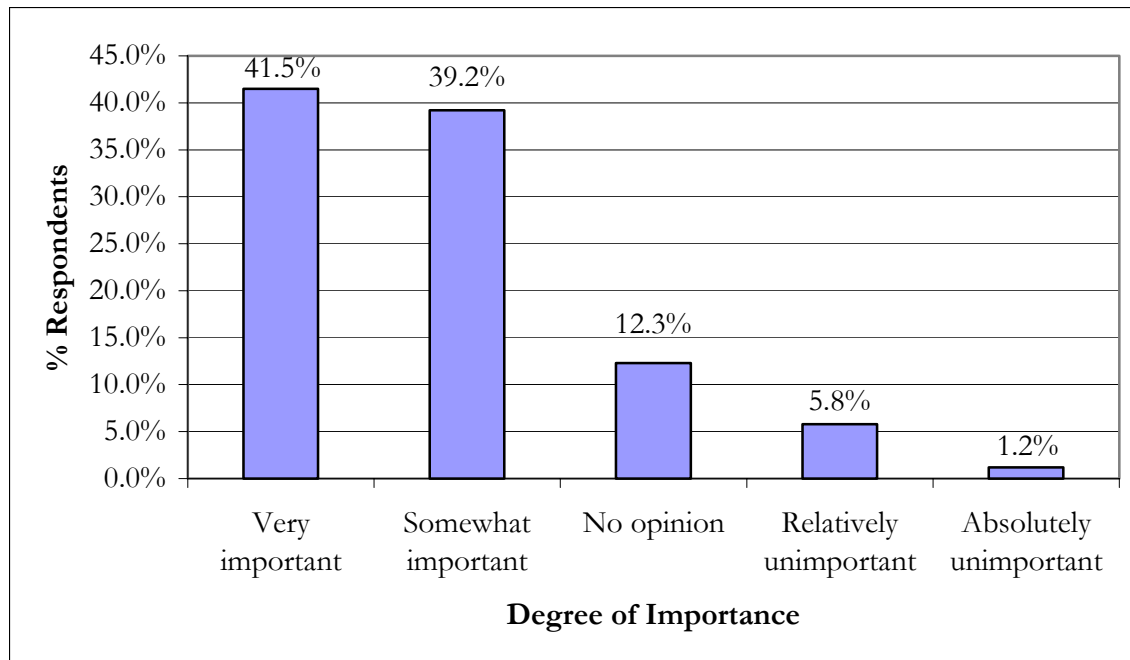
One respondent commented, “This is a waste of time, energy and funds which could be used for important activities such as inspection of nursing homes, restaurants etc.”

Chart 4: Respondents' Perception of the Importance of HRI/HP 2010 Initiatives



A large percent of respondents (41.5%) believes that it is very important for HEALTH employees to know the principles of HRI/HP 2010. The next highest percent (39.2%) believes that it is somewhat important for HEALTH employees to know the principles of HRI/HP 2010. A few respondents think it is “relatively unimportant” (5.8%) or “absolutely unimportant” (1.2%) for HEALTH employees to know the principles of HRI/HP 2010.

Chart 5: Respondents' Perception of Importance of HEALTH Employees Knowing the Principles of HRI/HP 2010 Initiatives



Impact of HRI/HP 2010 on Respondents' Personal Health

A large percent of respondents (45.2%) indicated that the HRI/HP 2010 initiative has not affected their perspectives on their health status. The next highest percent of respondents (26.8%) indicated that they have made healthy lifestyle changes but not due to HRI/HP 2010. Fewer respondents (18.5%) indicated that HRI/HP 2010 has motivated them to consider making lifestyle changes to improve their health, and 9.5% of respondents stated that it has motivated them to make lifestyle changes to improve their health.

Table 4: Impact of HRI/HP 2010 on Respondents' Personal Health

Healthy Rhode Island/Healthy People 2010's Impact on Personal Health	Number (n=168)	Percent (n=168)
It has motivated me to make lifestyle changes to improve my health	16	9.5%
It has motivated me to consider making lifestyle changes to improve my health	31	18.5%
It has not affected my perspective on my health status	76	45.2%
I have made healthy lifestyle changes, but it is not because of Healthy Rhode Island/Healthy People 2010	45	26.8%

Interest in HRI/HP 2010

A little more than half of the survey respondents (53.8%) indicated interest in learning more about HRI/HP 2010 and a little less than half (46.2%) stated that they were not interested in learning more about HRI/HP 2010.

About one third (33.7%) of the survey respondents indicated that they would be interested in working on a HRI/HP 2010 initiative at HEALTH and a majority (66.3%) stated that they would not be interested in working on a HRI/HP 2010 initiative.

Additional Comments

At the end of the survey, respondents were asked to provide any additional comments about Healthy Rhode Islanders 2010/Healthy People 2010. The comments made by respondents are summarized in the sections below:

Importance of HRI 2010 Efforts

A few respondents commented that the Healthy Rhode Islanders/Healthy People 2010 initiative and its goals are important for the state and the country. One respondent commented that the state and the country are not health conscious, and s/he hopes that this initiative will help Rhode Islanders become more conscious of their health. Another respondent commented that this plan is “progressive,” which is important in the always-evolving health community.

A couple of respondents expressed uncertainty about whether the measures taken by the HRI/HP 2010 Initiative are sufficient to get Rhode Islanders to make changes in their health behaviors. One respondent emphasized, rather, the importance of having individuals “internalize their costs...if someone wishes to engage in unhealthy behavior, that they pay for their behavior in increased insurance payments.”

One respondent commented that the HRI/HP 2010 initiative is a waste of time and resources. Two comments were made regarding the efforts devoted to ethnic minority populations in the state. These comments were that the state and the country should focus efforts on American citizens and culture rather than providing for minorities.

Impact of HRI on Respondents' Personal Health

A couple of respondents commented that the HRI/HP 2010 initiative has not impacted their lives or work. One respondent stated that s/he was unaware of any impact that the HRI 2000 plan had on her and thus felt that the 2010 plan was of little importance to her. Another respondent commented that most employees are not personally interested in the HRI 2010 initiative, unless from a program perspective of achieving specific objectives and goals. On an individual level, though, this respondent believes that the initiative is too broad to be meaningful.

Interest in Working on HRI 2010

A few respondents indicated interest in working on the HRI/HP 2010 initiative. Several stated that they already work on HRI/HP 2010 goals in their jobs, and they appreciated

having the Plan as a tool. Two respondents stated that their workload is high and they cannot take on more responsibilities, although one of these respondents stated that the HRI 2010 initiative work is important.

Additions to the HRI 2010 Plan

Two respondents suggested adding breastfeeding objectives to the HRI 2010 Plan. One respondent explained that breastfeeding is currently an important issue in the state and in the country, and it is getting a lot of attention. One respondent suggested addressing guidelines in the Plan to parents and families—how they can help achieve objectives.

APPENDIX A

STAFF SURVEY TOOL

Staff Survey: *Healthy Rhode Island/Healthy People 2010*

Thank you for taking the time to fill out this survey on Healthy RI/Healthy People 2010. The purpose of this survey is to assess the knowledge and attitudes of employees at HEALTH towards “Healthy Rhode Island 2010” and “Healthy People 2010”. The information will be used to develop training and marketing programs for this initiative. The survey is 14 questions long and should take you approximately five minutes to complete.

- 1. Which division or office do you work out of?**
 - A. Director’s Office
 - B. Center for Health Information and Communication
 - C. Management Services
 - D. Division of Disease Prevention and Control
 - E. Division of Family Health
 - F. Division of Environmental Health
 - G. Division of Laboratories
 - H. Division of Health Services Regulation

- 2. How long have you been employed at HEALTH?**
 - A. <1 year
 - B. 1 to 5 years
 - C. 6 to 10 years
 - D. 11 to 15 years
 - E. >15 years

- 3. How much do you know about *Healthy Rhode Island/Healthy People 2010*?**
 - A. Know nothing about it
 - B. Recognize the name but have no knowledge about it
 - C. Recognize the name and have limited knowledge about it
 - D. Have in-depth knowledge about it
 - E. Have in-depth knowledge about it and use it in my work at HEALTH

- 4. Where did you first hear about *Healthy Rhode Island/Healthy People 2010*?**
 - A. Through this survey
 - B. National website
 - C. Rhode Island website
 - D. A *Healthy Rhode Island/Healthy People* banner or document
 - E. The article in *The Public’s Health* on *Healthy Rhode Island 2010*

- F. A co-worker
- G. Not sure
- H. Other_____

5. Have you visited the Healthy Rhode Island 2010 webpage,
<http://www.health.ri.gov/chic/healthypeople/home.htm>?

- A. Yes
- B. No

6. Please check off one box under the column that best describes your familiarity with each document listed below.

Document Name	I use this document in my work	I have read this document	I have seen, but not read this document	I have not seen this document
<i>Healthy Rhode Islanders 2000 Progress Review</i>				
<i>Healthy Rhode Islanders 2010: Baselines and Targets</i>				
<i>Healthy Rhode Islanders 2010: Leading Health Indicators by Race and Ethnicity</i>				
<i>Healthy Rhode Islanders 2010: Leading Health Indicators by Gender, Household Income, Education Level, Geographic Location, Age Group, and Disability Status</i>				
<i>Evidence-Based Strategies and Best Practices for Leading Health Indicators</i>				

<i>A Healthier Rhode Island by 2010: A Plan for Action</i>				
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7. **How did you first hear about the documents listed above?**
 - A. Through an e-mail
 - B. On the website
 - C. Received a hard copy
 - D. Was passed on to me by a fellow employee
 - E. I have not heard about the documents listed above
 - F. Other (please specify): _____

8. **How would you describe your attitude towards *Healthy Rhode Island/Healthy People 2010*?**
 - A. I consider it a very important initiative
 - B. I consider it a somewhat important initiative
 - C. No opinion
 - D. I consider it a relatively unimportant initiative
 - E. I consider it a absolutely unimportant initiative

9. **Select the phrase that best describes *Healthy Rhode Island/Healthy People 2010*'s impact on your personal health.**
 - A. It has motivated me to make lifestyle changes to improve my health
 - B. It has motivated me to consider making lifestyle changes to improve my health
 - C. It has not affected my perspective on my health status
 - D. I have made healthy lifestyle changes, but it is not because of Healthy Rhode Island/ Healthy People 2010

10. **Does your job at HEALTH include working on the *Healthy Rhode Island/Healthy People 2010* goals and objectives?**
 - A. Yes
 - B. No
 - C. Don't know

11. **In your opinion how important is it for employees of HEALTH to know the principles of *Healthy Rhode Island/ Healthy People 2010*?**
 - A. Very important

- B. Somewhat important
- C. No opinion
- D. Relatively unimportant
- E. Absolutely unimportant

12. Are you interested in learning more about *Healthy Rhode Island/Healthy People 2010*?

- A. Yes
- B. No

13. Are you interested in working on a *Healthy Rhode Island/Healthy People 2010* initiative here at work?

- A. Yes
- B. No

14. Please provide any additional comments you might have here.

If you answered yes to either questions numbered 12 or 13, please contact JoAnna Williams at x7899 or joannaw@doh.state.ri.us for more information on the Healthy Rhode Island 2010 initiative or if you prefer, write your name and email below.

Name _____

Email _____